



Lutherhaven Ministries takes seriously its role in helping to stop the global COVID-19 pandemic.

The COVID-19 vaccination is an important tool in that. Wearing masks and social distancing help reduce our chances of being exposed to the virus or spreading it to others, but these measures are not enough. The combination of getting vaccinated and following science-based Non-Pharmaceutical Interventions (NPI's) to protect ourselves and others offers the best unified defense against COVID-19.

Our role in stopping this pandemic and preventing it from infecting our staff, guests, campers, volunteers, and the folks back home is Lutherhaven's moral, legal, and Biblical responsibility, requiring us to use all the tools we have available.

I. Guiding authorities. The Centers for Disease Control (CDC); American Camp Association (ACA); Association of Camp Nursing; Christian Camp & Conference Association (CCCA); our regional Public Health Departments; Idaho Governor Brad Little; and Lutherhaven's professional Health Care Team—which includes family and hospital physicians, a pediatric RN, a doctor of pharmacology, and professionals in public health—all urge COVID-19 vaccination for everyone eligible as critical to stopping the pandemic.

II. Camp staff as “Essential workers”. The CDC recently designated summer camp staff as essential out of school workers. The ACA and CCCA urge camps nationwide to prioritize COVID vaccination for all summer camp staff. Vaccines are currently available for all camp staff here in Idaho and in many states.

III. Vaccination advantages. Having all camp staff and volunteers vaccinated allows LHM to:

- Message to parents and retreat guests that all staff are vaccinated
- Assure guests and parents we are doing everything possible to keep everyone safe
- Keep high-contact staff, staff families, and guests safe
- Work more relationally with our campers and guests
- Return to a closer sense of "normal"

XI. Board Policy, 3/15/2021— Lutherhaven Ministries will take a slower approach in mandating vaccines for all employees, versus mandating other safety measures in the workplace. The following policies and procedures are dynamic and organic—they will likely change as scientific evidence informs current public health protocols.

1. Based on demonstrable evidence and in light of known risks, Lutherhaven Ministries urges all employees to receive an approved COVID-19 vaccination. Our goal is 100% of our staff, vaccinated. This is our messaging to our guests and parents.
2. Based on demonstrable evidence and in light of the known risks, any employees required as part of their job responsibilities to have direct and extended contact with other employees,

guests, campers, volunteers, or visitors shall, as a general rule, receive approved COVID-19 vaccinations as a requirement for their job. This would include, at minimum, overnight cabin counselors, and, unless sufficient accommodation can be made, day camp and food service staff. Staff may pre-schedule a vaccine in Idaho prior to their arrival at camp, if vaccines are not available to them prior to arrival.

3. Certain employees or classes of employees not required as part of their job responsibilities to have such direct and extended contact with other employees, guests, campers, volunteers, or visitors—they may work exclusively on a remote or solo basis, they can work in a private office, or they can proactively and effectively make use of a variety of NPI's—shall not be subject to this general rule.
4. Employees exempt from taking the vaccine, or claiming an exemption from taking the vaccine for an ADA-approved medical/disability reason, or for a closely held religious beliefs, or for another self-exclusionary reason, shall be accommodated as far as reasonably possible.
5. These accommodations, determined on an individual and non-discriminatory basis, may include mandatory workplace safety measures such as working remotely, physical distancing at all times, wearing a mask and/or face shield at all times, and/or physically segregating the employee from others in the workplace.
6. Following CDC and ACN protocols, **all vaccinated employees***:
 - a. May meet, work side-by-side, hang out, and travel together unmasked with other vaccinated staff
 - b. Do not have to quarantine or isolate if exposed to COVID, unless symptomatic
 - c. Do not have to undergo COVID testing, unless symptomatic
 - d. May visit with unvaccinated people/staff from a single household who are at low risk for severe COVID-19 disease indoors without wearing masks or physical distancing
 - e. Should wear masks, practice physical distancing, and adhere to other prevention measures when visiting with unvaccinated people/staff who are at increased risk for severe COVID-19 or who have an unvaccinated household member who is at increased risk for severe COVID-19 disease
 - f. Should wear masks, maintain physical distance, and practice other prevention measures when visiting with unvaccinated people/staff from multiple households
 - g. Should continue to wear a face mask when leading a cabin group—**except when socially distanced**, or when eating, swimming, or sleeping—as per CDC protocols for vaccinated individuals gathering with more than one unvaccinated household. (Cabin groups do not need to wear face coverings, except when with other cabin groups when social distance cannot be maintained.)
7. Following CDC and ACN protocols, **all unvaccinated employees***:
 - a. Are required to submit a negative COVID test taken no earlier than three days prior to the start of summer staff training, or for staff with other start dates, taken three days prior to reporting to work.

- b. Are required to maintain social distance from all persons at all times—remain a minimum of 6 feet away from others, or no closer than 6 feet to any person for more than 15 minutes in any 24-hour period, (see 6d, where distancing is not required.)
 - c. Shall not be given job responsibilities where they cannot social distance at all times
 - d. Are required to wear a face mask indoors when working or meeting with others, and outdoors when social distance cannot be maintained, (see 6d, where masks are not required.) **Employees working indoors alone** do not need to wear a mask.
 - e. Are required to quarantine if exposed to or symptomatic of COVID, as per CDC guidelines, and must submit a negative COVID test prior to return to work
 - f. May not office with unvaccinated employees, without maintaining the 6 foot social distance from other unvaccinated employees, and not without the introduction of *additional* NPI's—outside air, approved air filtration, Plexiglas barriers, etc. (See 6d, above, which may apply to officing with vaccinated employees.)
 - g. Should avoid travel together in the same vehicle with unvaccinated employees. **If such travel is essential:**
 - i. Wear face coverings.
 - ii. Minimize the number of passengers (e.g., the driver and only one passenger in a four door and two passengers in a van with two benches).
 - iii. Maximize the distance between the individuals inside the vehicle.
 - iv. Use the car's vents to bring in outside air.
 - v. Crack the windows open to maximize outside air flow.
8. Following ACA and ACN protocols, when a **mixed group of unvaccinated and vaccinated staff** are together, they shall:
- a. Meet outdoors whenever possible
 - b. Maintain at least 6 feet of social distance
 - c. Wear a cloth face covering, unless outdoors AND maintaining social distance

*"Employees" means staff employed with Lutherhaven Ministries for a full camp week or longer, along with their families living on or visiting camp. "Employees" also means long-term resident volunteers.

Not adhering to these policies and procedures may result in discipline, as per the Lutherhaven Personnel Policies.